

National Report

on trends and problems in the area of

Researchers' mobility and career

development

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The status of researchers

- ▶ The concept “scientific research activity”.
- ▶ It is established by the Research Promotion Law: “the scientific research activity includes fundamental and applied research, as well as the dissemination of scientific results”. This definition concludes that a researcher is a person (“habilitated” or “not habilitated”), whose activity is connected with fundamental and/or applied research, as well as with the dissemination of scientific results arisen from this research activity.

Legal environment

- ▶ Legally speaking the researcher is a law subject, holder of rights and obligations, participant in different labour, insurance, administrative, tax and other rights relations, regarding his research activity, related to the research accomplishment and the dissemination of scientific results.
- ▶ To define comprehensively the concept “scientist” it is necessary to clarify two other concepts used very often in the normative base texts. These are: “habilitated” and “non habilitated” person. The habilitation enables the scientist to realise his/her career development, and it is very important to be habilitated. Otherwise, very often the scientist cannot take part in the management of the scientific organisation (or another administrative body).
- ▶ Law on Scientific Titles and Degrees
- ▶ Academic Staff Development Law (2010)
- ▶ Higher Education Act (HEA) In the section Academic Autonomy, the whole hierarchy of the HEI management is based on the requirement of having only habilitated people running offices- from the Rector to the Head of the Department, also including Academic Council.

EU Policies recommendations implementation on national level

- ▶ Charter and the Code of Conduct
- ▶ Partnership for researchers
- ▶ Green paper on IPR
- ▶ Directive 71/2000
- ▶ Vision 2020

National Funding Programmes on Mobility and Career Development

- ▶ National Science Fund
- ▶ Innovation Fund
- ▶ Structural Funds – OP “HR development”

Legal obstacles to mobility

- ▶ Entry conditions (visa)
- ▶ Residence & work permits
- ▶ Social security
- ▶ Taxation
- ▶ Discrimination
- ▶ Gender equality
- ▶ Diplomas/degrees
 - ▶ Transferability of diplomas in private sector

Career development obstacles

- ▶ Administrative obstacles: recognition of diplomas, recruitment procedures; confidentiality; membership in Management bodies; freedom of research; access to information
- ▶ Research holder degrees incentives
- ▶ Lack of legal definition of international degrees – Post Doc, young researchers, experienced researchers
- ▶ Employment conditions: types of contracts, transparency, etc.
- ▶ IPR problems, lack of transferable skills

Overall state environment for R&D

- Lack of priority for resources for HE and research;
- Poor infrastructure in and bad management of HEIs;
- Lack of career progression
- Perception that conditions are not going to improve, etc.
- Opportunity to be involved in international scientific community;
- Opportunity to increase the scientific recognition and reputation;
- More freedom and individual independence as a researcher especially for young scientists;